



County of Los Angeles **CHIEF ADMINISTRATIVE OFFICE**

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DAVID E. JANSSEN
Chief Administrative Officer

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October 31, 2006

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**SUCCESSOR MEMORANDA OF UNDERSTANDING (MOU) FOR:
BARGAINING UNIT 613 – PUBLIC DEFENDER INVESTIGATORS
BARGAINING UNIT 614 - CRIMINALISTS
BARGAINING UNIT 711 – SOCIAL WORKERS
BARGAINING UNIT 723 – CHILDREN'S SOCIAL WORKERS
BARGAINING UNIT 777 – SUPERVISING SOCIAL WORKERS
(3-VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the accompanying successor MOU for a term ending January 31, 2009, with the following employee representation unit:

Association of Public Defender Investigator:
BU 613 – Public Defender Investigators.

2. Approve the accompanying successor MOUs for a term ending September 30, 2009, with the following employee representation units:

Professional Peace Officers Association (PPOA):
BU 614 – Criminalists.

Service Employees International Union (SEIU) Local 535:
BU 711 – Social Workers;
BU 723 – Children's Social Workers and
BU 777 – Supervising Social Workers.

3. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

PURPOSE OF THE RECOMMENDED ACTION:

We have concluded negotiations and are submitting for your approval the successor MOUs for Bargaining Units: 613 – Public Defender Investigators; 614 – Criminalists; 711 – Social Workers; 723 – Children’s Social Workers; and 777 – Supervising Social Workers.

Implementation of the Strategic Plan Goals:

The approval of the MOUs will promote workforce excellence by resolving workplace issues while maintaining financial responsibility.

FISCAL IMPACT:

The provisions of the MOUs are within the parameters established by your Board. The County’s pension actuary, Buck Consultants, has advised that the proposed salary adjustments exceed LACERA’s current assumptions regarding salary inflation. However, when taken in conjunction with salary adjustments granted to these and other County employees over the last three years, the proposed adjustments will have no negative impact on the funded status of the retirement system.

The MOU for Bargaining Unit 613 – Public Defender Investigators, provides salary increases as follows:

- 4% (16 levels) effective October 1, 2006;
- 3% (12 levels) effective August 1, 2007; and
- 3% (12 levels) effective August 1, 2008.

An inequity adjustment of 3% (12 levels) for all classes in the bargaining unit effective January 1, 2007.

An additional step (5.5% - 22 levels) effective April 1, 2007; Employees on the top step of the salary range for at least 1 year on April 1, 2007, will go to the new salary step.

Additionally, longevity bonuses are provided as follows:

- 3% (12 levels) after completion of 19 years of service effective October 1, 2006;
- 4% (16 levels) after completion of 24 years of service effective April 1, 2007; and
- 4% (16 levels) after completion of 29 years of service effective October 1, 2007.

The MOU for Bargaining Unit 614 – Criminalists, provides salary increases as follows:

- 4% (16 levels) effective October 1, 2006;
- 3% (12 levels) effective January 1, 2008; and
- 3% (12 levels) effective January 1, 2009.

An inequity adjustment of 5.75% (23 levels) for all classes in the bargaining units will be effective April 1, 2007.

The MOUs for Bargaining Units 711 – Social Workers; 723 – Children's Social Workers; and 777 – Supervising Social Workers, provide salary increases as follows:

4% (16 levels) effective October 1, 2006;
3% (12 levels) effective January 1, 2008; and
3% (12 levels) effective January 1, 2009.

An inequity adjustment of 2.75% (11 levels) for specified classes in the bargaining units effective April 1, 2007.

Additionally, longevity bonuses are provided as follows:

2% (8 levels) after completion of 19 years of service effective October 1, 2006;
2% (8 levels) after completion of 24 years of service effective April 1, 2007; and
2% (8 levels) after completion of 29 years of service effective October 1, 2007.

Also, there will be a limited reopener of negotiations for these units on caseload and workload issues from April 1, 2007, to April 30, 2007. Any agreement reached by the parties during the reopener negotiations shall be submitted to the Board of Supervisors for approval as amendments to the MOUs.

FACTS AND PROVISIONS

The MOUs have been ratified by members of the Association of Public Defender Investigators, SEIU Local 535 and PPOA. The agreements have been approved as to form by County Counsel.

Respectfully, submitted,


DAVID E. JANSSEN
Chief Administrative Officer

DEJ:JA
DLW:rld

Attachment

c: County Counsel
Auditor-Controller